

A Letter from Board Secretary Lara Lee Hogg

What do you think of when you hear the words “organizational improvement?” For some, these words conjure up visions of quality improvement methodologies including Six Sigma, Total Quality Management (TQM) and Continuous Quality Improvement (CQI). Others may reflect upon work from pioneers of excellence such as Shewhart, Deming and Ishikawa. For me, “organizational improvement” means the possibility of change, hard work, learning and sometimes even frustration.



Just as we expect our students to “improve” or have a better understanding of a particular subject throughout the year, we also expect that, as an organization, we should continually improve as well.

Great organizations have the best success when there is a guiding framework in place. Keller ISD has selected the Baldrige Criteria for Performance Excellence as the vehicle to help us reach our goal of being an exceptional organization.

The first step in becoming a better organization is to have a full understanding of what is currently taking place. This means assessing both effective and ineffective processes, as well as areas where necessary processes do not yet exist. While this can be frustrating, engaging in open dialogue in the absence of blame can be effective in identifying both weaknesses and strengths in all areas of the district. KISD is in the process of determining these areas and leveraging them to help make us stronger in areas where we need help.

Organizational improvement can take on many forms and shapes. One example happening right now in Keller ISD is the development of the new 5-8 Campus located on Old Denton road near Golden Triangle.

With an eye on continuous improvement, the Board, educators, administration, students, and members of the community have set out to create a new learning prototype. After months of research, meetings, site visits, and discussions, a new and unique campus design has been developed. Structurally, the building will facilitate a high level of collaboration between technology and educator. The facility incorporates a room for teaching demonstrations, small resource (library-like) centers in each classroom wing, and unique space dedicated to small group collaborative learning.

Beyond the building structure, instruction will follow a project-based and technology-enriched philosophy. Teachers and administrators alike will commit to this campus-wide philosophy of teaching and learning. Like the building, the teaching-learning prototype being developed extends our commitment to continuous improvement.

It is expected that from this new paradigm of education new tools for teaching will emerge that will benefit every student within KISD. I believe this exciting project will provide us all with new insights into the education process. Let’s aggressively support this new direction and give the students of our district the advantage they will need to compete in an ever changing world.